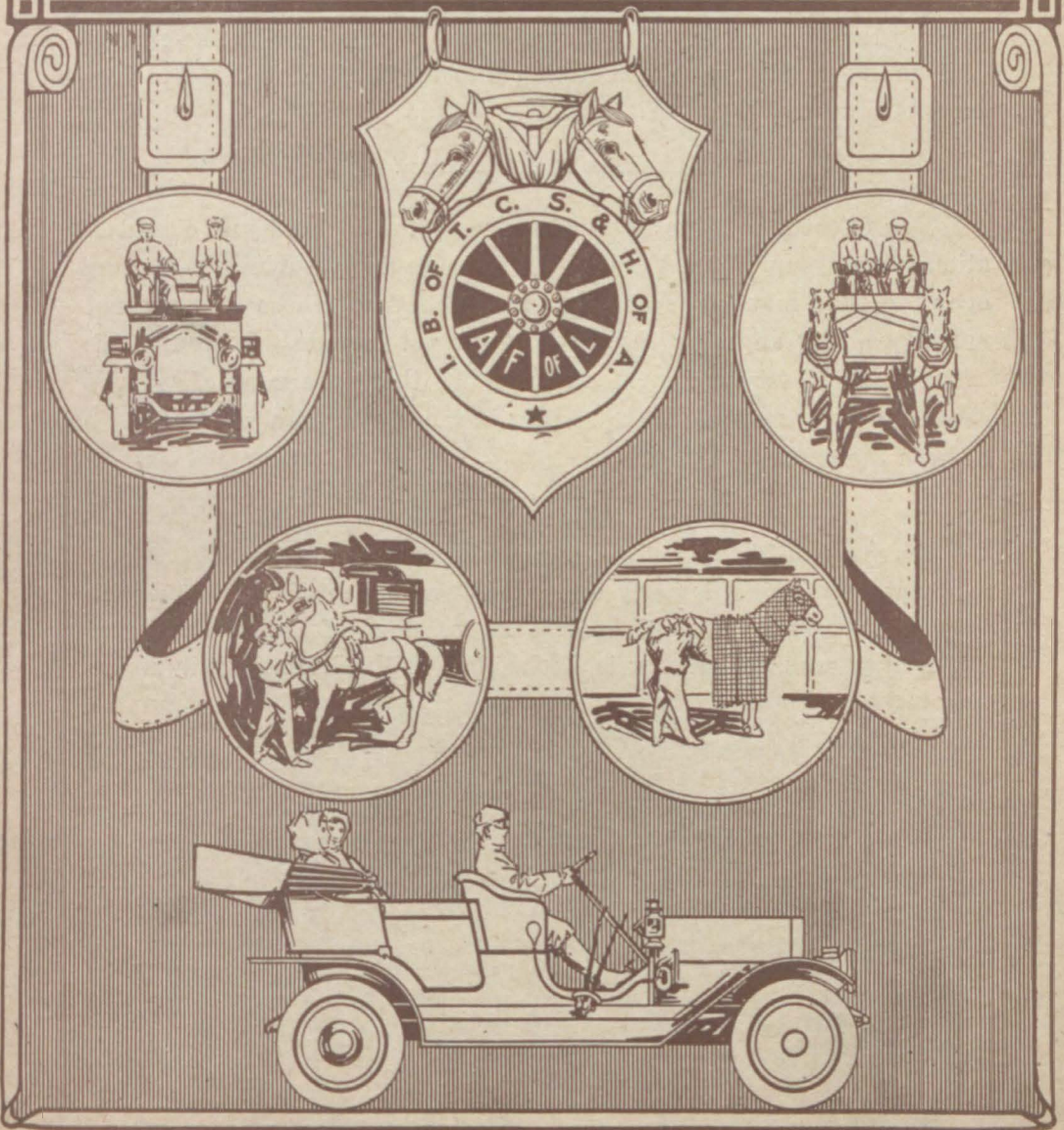


MAY, 1914

OFFICIAL MAGAZINE
INTERNATIONAL BROTHERHOOD
TEAMSTERS • CHAUFFEURS
STABLEMEN AND HELPERS
OF AMERICA



The men who make their mark in life are not the ones who are always grumbling about what might have been, but those who look forward to the brighter day that is to come and who profit by the experience of the past by not again falling into the holes that they are just dragging themselves out of.

The faithful employe is he who always has in mind just consideration for his employer. Very seldom is there any trouble in the union over the good man; it is usually the inefficient or those who are not much good for anything that make the most trouble. Of course we cannot all be first-class, number one's, but there are none of us who cannot at least try to do a little better in the future than what we have done in the past.

Success in life does not mean the accumulation of wealth. Contentment, peace of mind, honesty to our fellowman, are assets that wealth very seldom purchases, and he who is possessed of those gifts is far richer than was Solomon or is Rockefeller, with all of their innumerable riches.

— OFFICIAL MAGAZINE — INTERNATIONAL BROTHERHOOD OF TEAMSTERS CHAUFFEURS STABLEMEN AND HELPERS.



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MEETING OF THE GENERAL EXECUTIVE BOARD HELD IN INDIANAPOLIS, INDIANA, APRIL 7, 1914

—Morning Session—

The meeting was called to order at 10 o'clock a. m. by President Tobin, all members of the Board being present.

The first business coming before the Board was the reading of a telegram from Organizer Gillespie, who was handling a strike of the union in Utica, N. Y., stating that he had been successful in obtaining a settlement, all parties agreeing to submit the matter to arbitration.

The telegram was ordered received and placed on file.

Another telegram was received from Local No. 73 of Springfield, Ill., asking for the endorsement of a strike involving seventy-five men.

It was regularly moved and seconded that the request of the local union be granted by the General Executive Board.

The General President made a report, giving a synopsis of conditions throughout the country, and stating that since the last Board meeting the general office has endorsed ninety-three wage scales for local unions throughout the country. Many of said wage scales are still pending, but a great many settlements have been obtained.

Also, stating that strikes were endorsed for twenty-two local unions.

At the present time there is no strike on except the Seattle strike, which has been on for some time.

He also stated general conditions throughout the country, going into detail as to the number of men out of employment, as a result of the industrial depression; the number of local unions that are expecting trouble in the near future as a result of being unsuccessful in their negotiations with their employers; winding up by explaining that the International Union was today in a better condition than ever before since its inception, peace prevailing all over the country and absolute satisfaction existing in the several districts, and all local unions satisfied that they are receiving fair treatment from the International Union. He also dealt with the political situation, explaining the position of the American Federation of Labor, referring slightly to the Seattle convention, and endeavored to explain to the Board members the conditions confronting labor in the near future as a result of complications throughout the nation which were never before experienced in the history of our country.

After his report the General Secretary-Treasurer reported that since the last meeting of the Board forty-three new local unions have been chartered in different parts of the country; that for the first five months since the last Board meeting we received per capita tax on an average of forty-eight thousand members, and for the month of March on fifty-three thousand, also stating that the financial condition of the International Union was such that we had every reason to be grateful, and, although we have had considerable expense, we still have a balance in our treasury of \$133,000.

Both reports were received by

the Board and much satisfaction expressed as a result of the reports and the condition of the International Union.

A communication was received by the General President from Local Union No. 179, where some trouble existed and a few men were on strike, the local secretary-treasurer stating that the matter had been adjusted satisfactory to all.

A communication, dated February 26, was received from the New York Joint Council, asking that the charters of Locals Nos. 762, 728, 283 and 277 be revoked. In view of the fact that those local unions were not living up to the constitution and not paying their per capita tax and were retarding the progress of other local unions, the General President decided that it would be best for the Board to take up each case seriatim, and the first local union discussed was Local No. 762. Several communications were received from the officers of this local union, asking that they be granted a little more time in which to straighten up their affairs, promising to live up to the law and pay all their indebtedness in the near future. Also a communication was signed by the executive boards of Locals Nos. 643, 693 and 762, recommending that Local No. 762 be granted two more months in which to pay their indebtedness, said local union agreeing that if at the end of that time they cannot pay all indebtedness, that they would go over into Local No. 643 in a body.

After discussing the situation and hearing from Vice-President Cashal on the matter, it was regularly moved and seconded that Local No. 762 be given until June 1 in which to square up with the International, and that in the event of their not doing so, that the general office be instructed to revoke the charter and order the member-

ship to affiliate with Local No. 643, Funeral Drivers, of New York.

This motion was carried unanimously.

A recommendation was also received from the Carriage Drivers' Local Union, above named, that a man be appointed to work in Brooklyn for two months and endeavor to build up Local No. 762 and to encourage the membership of the independent union, No. 763, to become members of our International organization.

This recommendation was referred to the General President and the General Secretary-Treasurer to do as they saw fit in the matter, but it was recommended that nothing be done until such time as it was shown whether or not Local No. 762 would keep their agreement and pay up their indebtedness.

Brother Freeman of Local No. 408, Chauffeurs, of St. Louis, appeared before the Board and stated that considerable misunderstanding existed between the Chauffeurs and Carriage Drivers in that city. The situation was discussed at considerable length and the General President was requested to go to St. Louis and try and bring about a settlement of the affair pending the next convention.

A further request of the Joint Council of New York was taken up in reference to Local No. 728. The General Secretary stated that the local was over one year in arrears to the International Union, and as per the request of the Joint Council of New York, the charter was ordered revoked.

Local No. 283, Department Store Drivers of New York City, the same action was taken.

In the case of Local No. 277, the charter was ordered revoked, as per the request of the Joint Council of New York City.

A communication was read which was signed by Locals Nos.

801 and 721, drawing boundary lines between the two organizations, boundary lines having already been agreed upon by both local unions. The General Executive Board approved said boundary lines and sanctioned agreement entered into between both local unions.

A communication was read from Local No. 617 relative to balance of back tax.

It was moved and seconded that the request be non-concurred in. Unanimous action of the Board.

Also communication from Local No. 506 relative to back tax. Moved and seconded that the same action be taken; non-concurred in the request. Vote unanimous.

Communication was read from Edwin S. Thayer, attorney-at-law of Des Moines, Iowa, claiming \$359.94 against the International Union for services rendered the strikers in Des Moines union during the last strike, nearly two years ago. He claimed that Organizer McArthur had guaranteed payment of the bill by the International Union. The General President refused to pay the bill and a communication from Organizer McArthur was read, who stated that he made no such agreement with this attorney. The matter was discussed at considerable length and laid over until the following day.

The Board adjourned at 5:30 p. m., to meet the next morning.

—Second Day's Session—

Wednesday, April 8, 1914.

The meeting was called to order by President Tobin, all members present.

The letter from the lawyer, Mr. Edwin S. Thayer, which was under discussion the previous day, was again taken up by the Board and discussed from all sides. The General Secretary-Treasurer also read a communication which he

had forwarded to Organizer McArthur, telling him that under no circumstances would the Board stand for attorneys' fees of any kind and advising him to guard against anything of this nature. This was dated January and before Organizer McArthur returned to Des Moines to take up the court cases.

The General President also read several communications pertaining to matters of this nature dating back as far as the chauffeurs' strike in St. Louis.

The general instructions given to all organizers at all times since the Boston convention are, that no attorneys' fees will be paid by the International except where the attorneys are hired by the General President and the General Secretary-Treasurer.

The Board believed it was inadvisable to change this condition and endorsed the action of the General President in his communication to Attorney Thayer, and instructed the general officers, that is, the General President and General Secretary-Treasurer, to have full power in the matter and see that the interests of the International are protected should the case be taken into court by Attorney Thayer, who claimed that Organizer McArthur guaranteed that the International Union would pay his bill in the trials in Des Moines.

In the case of Local No. 484 of Newark, N. J., and the Express Drivers of that city, which was taken up by the Board, the General President gave an outline of what had been done and what had been going on in the district since the last Board meeting, when the charter of Local No. 475 was revoked by the General Executive Board. Charges and countercharges were made against the officers of Local No. 475. The express drivers of Local No. 475 retained their union, in an independ-

ent form, since the revocation of their charter. The General President stated that when Colby turned over the books to the officers of the union, that they, the officers of Local No. 475, or those who were leaders of the organization, made the statement that they had their books audited and found considerable shortage in his accounts while acting as secretary-treasurer of Local No. 475.

Vice-President Cashal wrote in claiming that although he had made recommendations favorable to Mr. Colby, and believing him to be absolutely honest at the last Board meeting, recommending even that Colby be made an organizer, from new evidence which had been forwarded to him, and upon an investigation which had been made upon his return to New York, he was satisfied that Colby was dishonest and unfaithful to his organization while acting as secretary-treasurer of Local No. 475.

The General President stated that under these circumstances he then ordered Organizer Ashton to audit the books of former Local No. 475 up to the time that Colby resigned as secretary-treasurer. He went into detail describing Organizer Ashton's report, describing conditions of the organization at that time, and the report showed that he was short in his accounts to the local union to a considerable amount. One section of the report reads as follows:

"I believe and allege that Secretary-Treasurer Colby's books are incorrect; figures show delinquency, altered accounts and incompetency, and shortage in all records."

Organizer Ashton's report showed the total shortage to be about \$2,386.23.

The General President further stated that in order to make everything absolutely sure and safe, he later ordered in Auditor Briggs to

go over the books of Colby once more, and Auditor Briggs's report, which covers ten pages, is thorough, accurate and absolutely convincing. It shows wilful negligence, change in records, receipts, vouchers, and all kinds of falsifications. The experience of Auditor Briggs is such that he could not possibly be deceived, and everything points to the fact that Secretary-Treasurer Colby, while in Local No. 475, had misappropriated the funds of the organization, being short in his accounts almost two thousand dollars.

The General President also stated that he had a letter from the attorney who was defending Colby in Newark, where Colby is being tried for the embezzlement of funds by some of the former members of Local No. 475, asking that the General Executive Board defer action until after the trial. This the Board considered and deemed it impossible to postpone action in view of the fact that the case had been hanging for over a year and no settlement reached, and the Board had to proceed with the case.

The General President also read a letter which he had written to Mr. Colby and to Brother McGuire of Local No. 484, inviting them to be present at the Board meeting if they deemed it necessary, not guaranteeing their expenses, but assured them that whether they were present or not, justice would be done. To the letter forwarded to Brother McGuire an answer was received stating that it would be impossible for him to come to the Board meeting. The Board discussed the case from all sides, and after spending all day on the matter, it was regularly moved and seconded that the charter of Local No. 484 be revoked in accordance with Section 42 of the general constitution. The vote was unanimous.

It was also moved and seconded that a charter be issued to the former members of Local No. 484 upon application of membership, not including express drivers, with the distinct understanding that George A. Colby be not admitted to membership or engaged in any way by the local union, in accordance with the latter part of Section 42 of the general constitution.

In the case of the other men there who are holding an independent organization, mostly express drivers, it was decided to issue a new charter to those men covering express drivers in that district, with the distinct understanding that Mr. Cowell be refused membership in the union. Those drivers are to have absolute jurisdiction over express drivers.

—Third Day's Session—

Thursday, April 9, 1914.

Telegram received from Brother Dixon of Local No. 265, Chauffeurs, of San Francisco, asking for the endorsement of a strike in the Woodlawn Auto Company, involving fifteen men. Vice-President Casey made a report as to conditions there and recommended the endorsement of the strike, and the request was granted by unanimous vote of the Board.

Communication received from Local No. 50 of Belleville, Ill., stating that the union had been successful in getting agreements signed covering most of their membership, but that there were some men employed in stables, and also some milk drivers, that were not yet granted the increase in wages, or signed agreement had not been obtained for them.

The Board discussed the question, and on motion, which was duly seconded, it was the unanimous vote of the Board to grant the request of Local No. 50 for the sanction of a strike involving twenty men.

Secretary Hughes called the attention of the Board to a bill for car fare of General Auditor Briggs from Miles City to Chicago, amounting to about \$33.00. The matter was discussed at length by the Board. Auditor Briggs was a delegate to the American Federation of Labor convention from the Chicago Federation of Labor, which convention was held in Seattle, Wash., and on his return he made side trips, etc., auditing books of local unions, and Secretary Hughes stated that he did not know whether or not he would be justified in paying the bill until he called the attention of the Board to same, in view of the fact that Auditor Briggs's transportation was paid by the Chicago Federation of Labor. However, in the discussion it was proven that Auditor Briggs was working for the International Union at the time of his return from Seattle, working his way back to Chicago, and the Board decided by unanimous vote that he was entitled to the money, and so ordered the Secretary to pay the bill.

Vice-President Casey brought up a matter pertaining to Local No. 265, Chauffeurs, of San Francisco, referred to him by Brother Dixon of that local. Secretary Hughes said that he had an appeal also from Secretary Dixon on the same matter. After discussing the subject at considerable length, being assisted by Auditor Briggs, who was present and endeavored to explain the condition leading up to the controversy, the Board decided that in view of the fact that an appeal was taken by the local union, that the entire subject matter belonged to the convention, and so ordered.

Secretary Hughes also stated a situation existing in New Orleans in Local No. 605, where the local has run behind considerably, paying per capita tax for eight or nine

months at a time on seven or ten members, which showed conclusively that one or two men there, for political or other purposes, were paying up the per capita tax of the union and that the union was not a real union. After going into the situation and looking over the books of the International Union, it was regularly moved and seconded that the charter of Local No. 605 be revoked, and that the Secretary stand instructed to notify the central body to this effect.

General Auditor Briggs's report for the month of February was read and explanations made by the General Auditor on same. The report was approved by the Board and placed on file.

It was regularly moved and seconded that the following telegram be sent to Frank H. Ray, business agent of our Commission Drivers' Union of Chicago, who was just elected on the Board of Aldermen of that city:

"Indianapolis, Ind., April 9, 1914.

"Frank H. Ray, Alderman-Elect,
Flournoy St., Ward 13, Chicago,
Ill.:

"General Executive Board of International Brotherhood of Teamsters and Chauffeurs, in session assembled in this city, do hereby tender you our most sincere congratulations on your election to the Board of Aldermen of the city of Chicago. We deem it a distinct honor to our organization and special tribute to your services while acting as an officer of one of our local unions and to your integrity and honesty as a citizen, the vote which you received last Tuesday. While we believe that you are capable and competent to fulfill the office to which you have been elected, we hope and trust that you will do so with honor to yourself and credit to your constituents, and that at the end of your term of office your friends can look on your

administration with pride. Officially and personally we wish you continued success.

"D. J. TOBIN,

"On behalf of General Executive Board."

The by-laws of Local No. 772 was read before the Board by the General President. Many objections were raised to several sections of same, but the Board decided that we had no power to alter any of said sections, but instructed the General President to advise the local that in the judgment of the Board many sections could be changed which would be beneficial to the local union. This was not compulsory, however, on the part of the local.

The General President was instructed to not endorse the section which contained two classes of dues for the membership.

A communication was read from the Hudson County Joint Council of New Jersey, requesting that the General President, or the General Executive Board, instruct Local No. 617 and Local No. 641 to re-affiliate with the Joint Council, as they had withdrawn. Several communications were read on this matter. The communication from the Council, on motion duly made and seconded, was ordered to be received and placed on file.

Several communications that were received were read to the Board from the New Jersey district pertaining to the council, some locals stating that they could not very well remain in affiliation with said council owing to the fact that the council was charging high fees and paying said fees toward the salary of John J. Jennings, who was expelled by the International Union; also that Ed Mason was president of the council of Hudson county and held membership in Bayonne, which is outside of Hudson county, and who was not actively engaged at the craft, but

owned and operated picture show houses.

A general discussion arose in the Board as to what was best to be done in this situation, relative to the condition of the council in New Jersey, and it was moved and seconded that the charter of the Hudson County Joint Council be revoked. The motion was carried unanimously.

It was regularly moved and seconded that a charter be re-issued whenever in the judgment of the General President and General Secretary-Treasurer they deemed it necessary.

The motion carried.

—Fourth Day's Session—

Friday, April 10, 1914.

The first matter coming before the General Executive Board was a telegram which was read by the General President from Local Union No. 25 of Boston, asking for the sanction of a strike in the Cheney Express Company.

The Board voted on the matter and it was the unanimous action that the request be granted.

The General President read a communication from Brother King of Cleveland, which stated that considerable progress was being made by the Ice Teamsters of that city and that he had already signed with some companies.

The communication was read and placed on file.

The General President made a general report of the strike in Seattle, dealing extensively with the situation there, stating that during the convention of the American Federation of Labor both Secretary Hughes and himself had several interviews with the team owners and were successful in obtaining an agreement which every one expected would settle the strike, but after the above-named officers left the city of Seattle the team owners broke

their own agreements. He went on to describe conditions in the Northwest, and that the strike in Seattle means success for our organization in that district if we win, but if we lose it will mean victory for the Employers' Association and the destruction of our unions in that section; also stating that he wanted a further expression from the General Executive Board as to the payment of strike benefits, believing that, in his judgment, strike benefits ought to be paid, or rather continued, owing to the seriousness of the situation.

He also stated that we had already paid forty-two weeks' strike benefits, amounting to \$11,770.00; that this was the longest strike in which the International Union ever paid strike benefits, and finished by saying that it was the first time in the history of the International where it could continue a strike for so long and pay strike benefits.

Secretary Hughes also gave an account of his experience while in Seattle dealing with the strike situation and of his attending the meetings of the employing team owners, where promises were made by several team owners that the strike would be settled and of their failure to keep their promises.

Vice-President Casey described the strike situation from its inception, dealing with the history of the labor movement in that section of the country and going into detail as to the injunction proceedings brought against the organization, winding up by saying that a movement was now being started there, headed by the mayor of the city, which, in his judgment, would be the means of bringing about a settlement, and finished by recommending that strike benefits be continued.

On motion made and seconded, it was decided that strike benefits be continued until the fight in Seat-

tle is ended, and the General President was instructed to wire Business Agent Green to this effect.

The motion was unanimously carried by the Board and the General President sent the following telegram:

"Indianapolis, Ind., April 10, 1914.

"C. W. Green, Care Labor Temple, Seattle, Wash.:

"Executive Board in session assembled unanimously endorse a continuation of your strike until honorable settlement has been obtained by local union and men returned to work and pledged continued financial support of International, no matter how long strike lasts. The Board also extends to the membership of our local union and the trades movement in general our sincere appreciation for the manner in which your strike has been conducted and hope for a speedy and honorable settlement of same.

D. J. TOBIN,

"On behalf of General Executive Board."

Communication from the Ice Drivers of Minneapolis was read at the request of Vice-President Geary, where they ask for financial assistance to organize the unorganized teamsters of Minneapolis.

After a general discussion of the matter it was decided that we could not grant financial assistance to newly organized men and we could not at this time send in an organizer to that city, as we had only five organizers, who were busy handling strikes throughout the country and we could not afford to put on any more organizers for the time being. This was the decision of the Board after looking at the situation from all sides.

It was regularly moved and seconded by the General Executive Board that the General Secretary-Treasurer procure conveyances to take the General Executive Board

through the city of Indianapolis and show them the points of interest connected with the city. The General Secretary procured two automobiles with union chauffeurs, and for two hours the members of the Board were shown the different points of interest in the city of Indianapolis.

The Board reconvened at 4 o'clock.

The General President brought to the attention of the General Executive Board the fact that the Bricklayers and 'Masons' International Union adopted a resolution in their convention instructing their General Secretary, Wm. Dobson, to call together all the International officers in this city for the purpose of discussing the advisability of establishing a trade union national bank.

The General President asked the General Executive Board what action they desired to take on this matter, explaining that during the strike most all of the national banks in Indianapolis, in which our moneys were deposited, had in their directorship prominent members of the Employers' Association, also that the moneys of the International Unions, with headquarters in Indianapolis, were the means of keeping many of the enemies of labor in business. He made a lengthy statement as to the conditions surrounding the monetary system in Indianapolis, also going into detail, showing that the eight International Unions had in their several treasuries in the neighborhood of two million dollars, and also stating that an expert banker had informed him that the greatest opportunity was offered trade unions by the establishment of a bank of their own; that during labor troubles the bank could refuse to lend money to the enemies of labor unless they settled, and that the money could earn at least from $4\frac{1}{2}$ to $5\frac{1}{2}$ per cent. The General President stated that it would

necessitate the purchase of about ten thousand dollars' worth of stock in order to establish a capitalization of one hundred hundred thousand dollars, so as to obtain a charter for a national bank, and the bank could issue bank notes, reading Trade Union National Bank, or a similar name, and finished by recommending that the Board instruct the General President and General Secretary-Treasurer to take part in this undertaking if the other International Unions desired to take it up.

After considerable discussion from all sides it was decided that in view of the fact that there was no provision in our constitution that empowered the officers to purchase any bonds, even trade union bonds, that it would be advisable not to take any part in the undertaking until the next convention had discussed same.

A motion to this effect was adopted by the Board.

Other matters of importance brought to the attention of the Board by the General President were discussed, but they were not on official communications. The discussion took on the appearance of a general talk on affairs pertaining to the International Union as to how to build up our International Union in the future and protect ourselves against the mistakes made in the past. Each member of the Board discussed the conditions in his locality, and this finished the business of the meeting of one of the most important Board sessions ever held by the International Executive Board.

At 6 o'clock Friday evening, April 10, a motion was made and duly seconded that the Board meeting stand adjourned, subject to the call of the General President and General Secretary-Treasurer, with the distinct understanding that no Board meeting be called unless it was absolutely necessary.

Motion carried unanimously.

EDITORIAL

(By Daniel J. Tobin.)

ONE by one the great men of labor are passing away from the active field in which they have made their mark and in which they did so much for those they represented.

We noticed of late that John Mitchell has been appointed by Governor Glynn as a member of the New York Workmen's Compensation Commission. There was no more sincere or influential individual in the labor movement; possessing the courage of a lion and the ability necessary to back up that courage. Mitchell made the miners' union one of the most powerful labor organizations in this country. He worked for the miners night and day until he secured for those human individuals under the ground the right to live as free men. His fight in the anthracite strike in Pennsylvania will go down in history's pages as one of the greatest struggles that the labor movement has ever witnessed.

He has now left us and is going to work for the State of New York. We know that he will be of material benefit to the toilers there in administering the compensation law, but we can ill-afford to have men like Mitchell leave the labor movement, and it is too bad that the toilers cannot realize the necessity of keeping such men as Mitchell in their chain of leaders, because we need such men now more than ever before.

James M. Lynch, for several years the president of the International Typographical Union, has also been employed by the State of New York as its labor commissioner. His work in the printers' union made that organization the foremost union in the world. The printers already miss this man. They are today without a leader. In all of their membership they will have a hard time to duplicate him, but while working for them his efforts were sometimes misunderstood and the criticism of his administration was bitter and severe. Results, however, speak for themselves and his ability has become recognized throughout the nation to such an extent that the foremost men of our country recognize him as a master-mind.

Two great men have left our fold. There are several others that we also could mention, and the question that presents itself to us is this—why is it that if the states or nation, or large employers, find it beneficial to employ our leaders at large salaries, and consider them cheap at any price, for no reason other than purely for their ability—why is it that the trade union movement cannot afford to keep those men, because if there is anything we lack today it is able, qualified, honest leadership? It is almost impossible to find in the labor movement the right kind of a man for leader. In our International today we are short of organizers because it is so hard to find the proper kind. We are short of material in our locals to make the right kind of officers—men who are possessed of the average ability and honesty to lead the membership to victory with the proper exercising of conservative methods. Men who are knaves and play to the galleries are not the kind of men that the labor movement can afford to elect to office, or to

employ. We have plenty of would-be leaders in the labor movement, but very few real masters, who have the best interests of the majority at heart and who are sufficiently unselfish to make the sacrifices demanded by the labor movement of the country, also who have within them the ability to command the confidence of the membership.

As stated above, it seems to the writer, we are getting to the point where we are going to be short of the kind of men of the Mitchell and Lynch type necessary to lead us to victory. A great deal of the deadwood remains in the labor movement in the shape of leadership, but the real live, active, energetic, able, honest leaders are one by one dropping away from us and are entering other employment, where more peace of mind prevails and where their services will be more thoroughly appreciated. It would be well for the unionists to give this matter some serious thought.

A WORD to the wise is sufficient. This is an old saying. Let it be understood, therefore, that this is a pretty bad year as far as work is concerned, and at this writing, when conditions seem thoroughly disturbed in Mexico, the local union that can avoid trouble and that is not looking for a fight with its employers at the drop of the hat, is the union that is going to mean something to its membership in the near future. I was reading in the paper the other day that the railroads and the steel mills, and several other industries, are threatening reductions in wages. This brings us back to the condition existing in 1907 and in 1893. Look out! Guard well against a reduction in wages. Do not consider it for one moment. Our wages are low enough now. Fight, if necessary, to prevent it, but also remember that this is a year when it would be pretty good judgment to hold on to what you have and wait for a more bountiful season before entering into a conflict that might endanger your present holding.

That is true; we are organized for the purpose of raising our wages and shortening the hours of labor; but it is also true that there are two sides to the question, and that if an employer is doing very little business or doing it at a very small profit, consideration should be given those facts, and although we have men who jump up at the meetings of our local and explain to us this, that or the other thing, about laws and rules and parliamentary procedure, the best rule to adopt at all times is the rule of common-sense. This rule will bring us more and better results than those contained in the doctrine advocated by the radicals.

NO doubt you will read carefully the minutes of the Executive Board meeting. Perhaps you will not understand why it is that the Executive Board agrees and disagrees on certain subjects referred to them. Perhaps you think that the Executive Board is only a matter of form, and perhaps you think that it amounts to nothing except that it is required by the constitution to have such a board. We will not attempt to disabuse your mind of the fact that some Executive Boards in the past have been matter-of-form institutions, but let me say to you in all sincerity, that the Executive Board

of our International Union at the present time is entirely different; every member of that institution feels the weight of the responsibility devolving upon him in dealing with the questions that confront the Board at its meetings as if their lives were dependent upon their decisions. To some of our unions who can only see conditions in their own particular district this statement may appear exaggerated, but, nevertheless, it is true and the judicious, conscientious manner in which questions involving our International Union are handled can be answered safely by the fact that the present condition of our International Union speaks for the management of that institution. Members on the Board disagree, and disagree to an extent that it is sometimes hard to understand how they can see things at a different angle and finally become reconciled to a certain decision, but this result obtains because of the fact that they are men who can disagree, but can do so honestly and are trade unionists sufficiently strong to be governed by a majority action. The members of the Board each come from a different part of the country and they bring to each meeting of the Board their experiences from their several districts. Therefore, the Board has at hand direct information of conditions existing throughout the country, almost as well as the President of the United States has conditions from all quarters of the country at his finger's end in his office at Washington. At this last session of the Board they were forced to revoke the charters of certain local unions in a certain district. There is nothing more painful for the Board to do than to revoke a charter, but as the parent is sometimes forced to chastise its child, so it is with the General Executive Board, they are sometimes forced to chastise a local union that wilfully and flagrantly disobeys our laws. Therefore, we feel that the standing of our International depends on the quality of its membership. The strength of the International is not judged by its numerical standing, but by the kind of men that compose the membership. Finances and membership help to make an organization strong, but better than all this is the quality, the honesty and the faithfulness of the membership enrolled. It is better for our union not to exist at all than to exist under a condition where the majority are not of the clean kind, and this International of ours will continue to enforce discipline and a respect for law and order with a faithful adherence to the principle of honesty as long as the present officers constitute the General Executive Board.

THE General President, while visiting in St. Louis on a matter referred to him for attention by the General Executive Board, at its last session, stayed in that city for a day or two so that he might have an opportunity of attending the meeting of the Joint Council, and for the benefit of our membership who live hundreds of miles away from St. Louis, he desires to say that nothing ever in his official capacity, including his trip to the coast, gave him more pleasure than the condition in which he found our unions in that vicinity. The meeting of the council was encouraging to him and speaks volumes for what has taken place in that city within the last few years, taking into consideration the fact that when he was elected to office there was not in the entire city of St. Louis one member affiliated with

our International organization. One of his first efforts after taking office was to obtain a meeting whereby we could again secure the affiliation of those unions, and this settlement was obtained two years after our Boston convention. We were successful in chartering several unions in St. Louis, but a certain man was leader in that district who was anything but faithful to the trust reposed in him, and for a time we, in this office, felt as though we would have been better off never to have secured the affiliation of any of the unions in that district. However, we started in to clean up, and although it was hard and dangerous work, work that necessitated nerve and courage, we are proud to say that the results obtained were worth the efforts put forth.

One of our splendid local unions in St. Louis, viz., Local Union No. 600, has a membership of over one thousand. At the time of the settlement with this union, when it re-affiliated, it had about three hundred members, and its principal officer at that time paid per capita tax when he felt like it. Today it is as fine a local union as anyone could wish to have affiliated with an International organization. In the meantime they have increased their wages, bettered their general conditions and peace and harmony prevails. All of the other local unions are also prospering beyond expectations. The report of the several local unions at the meeting of the Joint Council was indeed encouraging and elevating. There is also an effort being made by the council to organize the unorganized, and for this purpose of organization a special assessment was levied by the council. Every officer of our unions in St. Louis and vicinity are working hand in hand with one another for the common purpose of organizing the teamsters and chauffeurs in that district, and let it be said in passing, that unless local unions and the officers work together the beneficial results necessary cannot be obtained. All honor is due to the officers of the local unions in St. Louis, as well as to the officers of the Joint Council and to Vice-President Murphy for the condition now prevailing in that city.

CHICAGO, ILL.

Mr. D. J. Tobin, Indianapolis, Ind.:

Having been a long time since I have written for the Journal, I wish to state that Local No. 705 has been successful in gaining a five-dollar-per-month increase for drivers and chauffeurs of the Standard Oil Company, the Texas Oil Company and other oil companies of this city, with better conditions. Although the increase may not seem so great, the mere fact that they have recognized our organization by granting the above increase is a victory in itself, this

being the first one we have ever presented to them, and we hope for better success in the future.

I also wish to state that in view of the fact that the death rate has been so great in the past year, the members thought it advisable to raise the monthly dues from 60 cents to 75 cents, beginning the first day of June, 1914.

With best wishes of all members of the I. B. of T., C., S. & H. of A., I remain,

Fraternally,

HARRY HANSON,
Sec.-Treas. Local No. 705.

CORRESPONDENCE



PHILADELPHIA, PA.

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—Have been reading with care your editorials in the monthly Magazine, and I want to congratulate you on your able manner in which you are trying to educate the rank and file of our movement. If we did a little more thinking for ourselves instead of letting others think for us we could have a movement that we all could be proud of.

I am pleased to write that teamsters and chauffeurs of Philadelphia are awakening to the realization that without organization they will never advance, so they are coming into the local unions very rapidly, and it is my opinion when the American Federation of Labor's convention opens in Philadelphia and you and your co-delegates arrive, you will be surprised to see a strong organization of teamsters and chauffeurs. During convention week a labor demonstration will be held to show the strength of the movement in our city. It is my hope that the teamsters and chauffeurs will outnumber all others in line. All our local unions here have live men on the firing line, and this is what counts in the long run, so when organizers visit our city they will not have to tell us why the local unions in other cities are so strong. But they will have to change their stories, and when they go to New York and Chicago they will have to tell them how strong our International movement is in Philadelphia.

We have the Labor Forward Movement here and the committees from the many trades of our central body are doing noble work for

this movement in general so as to have Philadelphia second to none in the country. I believe all our unions in the International should start a campaign of education among the unorganized teamsters and chauffeurs throughout the country, so that when our next convention convenes in the Golden State of the Union we will be the largest International in the American Federation of Labor, for the organization that I have the honor to represent, which is but a little over a year old, has a union shop agreement with a hundred per cent. organization. This can be done with every local union throughout the country if they will study the constitution and advice of our General President, who will guide any local union to a successful agreement with their employer and success will crown their efforts. Fraternally yours,

ALEX A. MAGUIRE,

Bus. Representative, Taxicab Operators, Local 477, Phila., Pa.

ST. LOUIS, MO.

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—It has been a long time since I have corresponded with you. I am glad to say that I am now back in the harness again with the new Local Union 607, Van Teamsters and Helpers, which is doing well at present, far better than I expected when we organized last fall. With business dull and at that time employers antagonistic to us, we had an uphill fight of it, but through the persistent efforts of Brothers D. J. Murphy and Thos. E. Coyne

of Locals 709 and 751 and Brothers M. D. Shea and H. A. Marshall, president and vice-president of our local, and a few other loyal brothers, we have built up a very promising local union. We have an agreement signed and a good wage scale for three years and nine months with the largest storage warehouse men in this city, men who fought us off the old Local Union 755 to a standstill and practically put us out of business in 1907. It looks good to see the Van Teamsters and Helpers wearing union monthly buttons again. We have a closed shop agreement. I wish to state here an experience that I had with one of the employers who fought us the hardest in our last strike of 1904. I called up on the telephone and asked him for a job. He told me that if I was one of the crowd (meaning a union man) he could give me work, but if I was not that he would not employ me. He also told me that after the 15th of this month every man in his employ must belong to our local union, and there are others of the same opinion among the employers here.

Now, Brother Tobin, I do not wish to consume too much of your valuable time, but I hope that you will publish this letter in next month's Magazine to let the teamsters throughout the country know what a few determined men can do.

Fraternally yours,

JOS. L. COVINGTON,
Rec. Sec. L. U. 607.

CHICAGO, ILL.

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—We are not like all local unions, as we appreciate the good and careful work of our officers at headquarters. As a rule, the general officers are always receiving criticism from some of the local unions because

they do not like this or that, but not so with Local No. 710. We appreciate very much how they have raked and scraped and saved to get the amount of money we have at this time in our general treasury, and the members of Local No. 710 voted to send a vote of thanks to the general office after hearing the amount read off at our last regular meeting March 22, 1914, and they are well pleased with the conduct and work at our general office. Think of it! In 1907, at, and after the Boston convention, we were in debt and today we have in the general office nearly \$134,000 to the good. That is a record that cannot be beaten. We owe no one anything, so why should people criticise and kick. Any person who is continually kicking and criticising is not a good union man and he is not working for the best interests of the organization of which he is a member and he should cut it out if he intends to help make the organization he may have the honor to represent a success.

We feel proud of the last quarterly report and cannot speak too highly of it, and I only hope that other local unions will feel the same and give credit where it belongs and give our two general officers at least some little encouragement for their good work. It seems to me that when our ex-president (Mr. Con. Shea) was in the office he received as much credit as does the present President and we never had a dollar to speak of and he was just as well thought of, too, by some people, but not so by Local No. 710, and it should not be so. We believe and know that we have two men at our general office that work in harmony with each other and get along well, and are honest in all of their doings, and try to do everything possible for the differ-

ent local unions, especially if the local unions live up to the laws of the International Union, which every local union should do. That is what the law is made for and I believe in it and the strict enforcement of the law.

Fraternally yours,
GEO. F. GOLDEN, Sec.

CHICAGO, ILL.

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—I am mailing you under separate cover mailing list with additions and proper corrections with hopes of reaching you in time for the April issue of the Journal. I also wish to state that we have been fortunate in being granted an increase of \$5.00 per month for all tank wagon and can wagon drivers and chauffeurs employed by the Standard Oil Company; also conditions as specified in the agreement with the exception of a few small stations, which will be taken care of in the near future by said company.

With best wishes, I remain,
Fraternally yours,
HARRY HANSON.

March 28, 1914.

Mr. Harry Hanson, 324 W. Randolph St., Chicago, Ill.:

Dear Sir and Brother—I beg leave to acknowledge receipt of your mailing list for the Journal, and if possible corrections will be made and Journal sent to the addresses enclosed.

I also wish to congratulate you and the members of your executive board for the splendid work you have done in behalf of the Oil Wagon Drivers. It seems to me that this is a matter that deserves publication, as it will be of great

encouragement to our membership throughout the country where none of the oil wagon drivers hold membership in the union. I will, therefore, take the liberty, unless you advise me to the contrary, or unless you send in another letter stating the case more fully, of publishing this communication of yours in the May issue of our Journal, which goes to press on or about April 20, as I know it will be the means of bringing a great deal of pleasure to our membership scattered all over the country. What I would like best would be for you to write a letter stating the case in detail about the strike in the Standard Oil, also stating the increase in wages obtained as a result of their affiliation with your local union.

With kindest regards, I am,
Fraternally yours,
DANIEL J. TOBIN,
General President.

NEWTON, IA.

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—I am writing you a few lines to be published in the Journal and wish to state that Local No. 232, which is not a year old yet, is progressing every day in membership. We had a hard row of stumps to go over, for this is a non-union town, but we hope to make a union town out of it the way we are growing. We haven't got the transfer drivers in yet, but hope to. We have had a hard time to get some of the offices filled with officers that would take an interest in it, but we have the right kind in now. We meet the first and last Tuesday night of each month.

I guess this is all at present.

Fraternally yours,
DELBERT C. EATON,
Sec.-Treas. No. 232.

Organizer McArthur has tendered his resignation as an organizer of the International Union. He has accepted a position as foreman for the Ice Companies of Peoria, Ill., where he will make his residence. He has already signed a contract with the Ice Companies. He has been in the employment of the International Union constantly since October, 1907.

Local union officers should endeavor to explain in as patient a manner as possible the laws governing our International Union to the rank and file of their union. Local union officers are entrusted with the responsibility and care of the organization and are elected because of their honesty and ability to fill the chairs of the local unions, and they ought to be the leaders and should at all times guard against any feeling that might prevail toward violating the laws of the International Union or of the local union itself. When explaining they ought to realize that the rank and file are not always thoroughly acquainted with the situation and that if they understood thoroughly the trade union movement, the membership would not make the mistakes they sometimes make, resulting very often in destroying the original purpose of the organization.

Nature never intended that man should be a slave, but sometimes nature is not responsible for the condition existing, as the individual himself is to blame for his surrounding circumstances and very often of his own free will makes himself a slave for his employer because of his refusal to become a member of an organization of labor.

Official Magazine

OF THE

INTERNATIONAL BROTHERHOOD
of TEAMSTERS, CHAUFFEURS,
STABLEMEN *and* HELPERS
OF AMERICA

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OF

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THOMAS L. HUGHES, *Secretary*
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Indianapolis, Indiana